

CONFLICT OF INTEREST (COI) DISCLOSURES

It's not possible to anticipate or define all activities, situations and relationships in which an actual or perceived conflict of interest may arise. A conflict of interest may arise when a situation that benefits an employee also affects L3Harris. The intent of L3Harris' conflict of interest policy is not to prohibit personal activities or investments, or to restrain personal conduct unless it is harmful to or conflicts with the company, customers or suppliers' interests.

In most cases, conflict of interest disclosures may be resolved by submitting full disclosure of the facts, obtaining approval and complying with disclosure resolution. Employees are bound through L3Harris' Code of Conduct and COI policy (LGL-02) to act in the best interests of L3Harris, not for their own personal gain. The following FAQs are provided to help raise employee awareness about conflicts of interest and the disclosure process.

POLICIES

[L3Harris Code of Conduct](#)

[Conflict of Interest Policy LGL-02](#)

WEBSITES

[Ethics & Compliance Website on NEXUS](#)

www.L3HarrisHelpline.com

Frequently Asked Questions (FAQs)

Q: What is a conflict of interest?

A: A conflict of interest occurs when an employee's personal interest competes, interferes, conflicts or may be perceived to conflict with the best interests of L3Harris. Conflicts of interest are governed by L3Harris' Code of Conduct and Conflict of Interest Policy, LGL-02.

Q: What is an employee's responsibility with a potential conflict of interest?

A: As a condition of employment, at time of hire, annually and when circumstances have changed from any prior disclosure, employees must promptly and fully disclose any potential conflict of interest to Ethics & Compliance, HR or their supervisor.

Employees are required to disclose those activities, situations and relationships in which an actual or perceived COI arises.

Employees are NOT authorized to determine whether an issue is or is not a COI. Ethics & Compliance or HR will make that determination with Legal and your supervisor, if necessary.

Q: How do I disclose a potential conflict of interest?

A: Employees should use the COI Disclosure tool accessible from the [L3HarrisHelpline](#) or the Ethics & Compliance website. Employees may also disclose to an Ethics Advisor, member of the Ethics & Compliance staff, HR or their supervisor.

Q: How will I be informed of the resolution to my conflict of interest disclosure?

A: Ethics & Compliance, in coordination with HR, Legal, and, if necessary, your supervisor, will determine if a conflict exists, and if so, what appropriate actions are necessary to address and resolve the conflict. Ethics & Compliance or HR will respond to the disclosure.